

Helensburgh Orchestral Society

Musician Payment Policy

Policy Statement

1. This document is intended to rationalise and set out the orchestra's current practice for payments to professionals including conductor and soloists, the leader, and additional players.
2. It will be reviewed on an annual basis by the Committee prior to the preparation of the budget for the season ahead.
3. It distinguishes 3 categories of players:
 - a. Professional. In the case of professionals we recognise that this is their livelihood, and the fee and expense rates below are informed by the Making Music /Musicians Union Fee agreement (2022). In this context, professionals should be taken to be musicians for whom performing is their primary source of income.
 - b. Students. We also seek to recompense students appropriately, recognising their financial circumstances.
 - c. Non-professional but experienced players known to members. We are very appreciative when additional players do not request fees or full expenses.
4. It is recognised that there may be situations which arise where payment rates are varied for specific reasons. The Committee reserves the right to review and agree any such variations prior to confirmation of the proposed fee for individual musicians which must be approved by the Hon Treasurer and President in advance.
5. Payment of expenses:
 - a. If an invited extra professional player lives out-with the 30 mile radius as defined by the MM agreement we will pay the agreed rates. ([see footnote](#))
 - b. However, in general, to a) minimise the budgetary impact and also to reduce the orchestra's carbon footprint, we aim to engage more local players where musically acceptable. Any exceptions should be agreed with the Hon Treasurer in advance.
 - c. The starting point for agreeing "Reasonable expenses" is therefore the return rail fare from Glasgow, per trip.
6. "Final rehearsal" - This is referred to in the table below and is usually held on the concert day, in which case only one set of travel expenses and/or portage will be paid.

Payment Rates - as of January 2023:

Musician Category		Fee	Notes
1	Conductor (rehearsals)	£115 per rehearsal	<ol style="list-style-type: none">a) This includes £100 fee and £15 expenses.b) Rehearsals have a 2 ¼ hour duration.c) The same rate applies if the conductor is acting as a Sectional Tutor.d) This rate has been agreed between the HOS President and the Conductor (for 2022/23 season)
2	Conductor (concerts)	£120 per concert	<ol style="list-style-type: none">a) No separate expenses as it assumes a rehearsal fee (on the day of the concert) will also be paid.
3	Conductor (stand-in)	£42/hour	<ol style="list-style-type: none">a) Often this is at late notice.b) In addition, reasonable travel expenses are paid.c) This aligns with our current arrangements.

Helensburgh Orchestral Society

4	Leader	£500 per session	<p>a) On occasions where a 3rd concert is performed during the winter/spring sessions, a nominal additional fee is paid. The benchmark for this is £50 per additional concert including rehearsals.</p> <p>b) This includes expenses.</p> <p>c) Where the Leader is engaged for additional summer project/concert any fee will be negotiated based on the above</p>
5	Sectional Tutors	£50 per hour	a) Reasonable expenses will be paid
6	Soloist (professional)	£300 per concert	<p>a) This fee includes for rehearsals; one on the day of the concert and one during the week of the concert.</p> <p>b) In addition, reasonable travel expenses are paid per trip.</p>
7	Soloist (student + amateur)	£200 per concert	<p>a) This fee includes for rehearsals; one on the day of the concert and one during the week of the concert.</p> <p>b) In addition, reasonable travel expenses are paid per trip.</p>
8	Soloists (groups)	£100 per concert per musician	<p>a) This fee includes for rehearsals; one on the day of the concert and one preceding the concert.</p> <p>b) In addition, reasonable travel expenses are paid per trip.</p>
9	Additional Orchestral Players:		
	I. Students:	£100 per concert + rehearsal on the day of the concert	a) A fee may be paid for any additional rehearsals agreed with the conductor at the discretion of the Treasurer and/or President as a minimum to equate to reasonable travel expenses.
	II. Non-Student Professionals: (concert + rehearsal):	£120 per concert + rehearsal on the day of the concert	a) A fee may be paid for any additional rehearsals agreed with conductor at the discretion of the Treasurer and/or President's as a minimum to equate to reasonable travel expenses.
	III. Non-Students Professionals: (rehearsals not on the concert day)	£72 per rehearsal (not on the day of the concert)	<p>a) This aligns with MM/MU agreement whereby 60% of the Concert + Rehearsal Fee is due to be paid.</p> <p>b) This includes travel expenses falling within the MM/MU payment schedule. Refer extract below.</p>
	IV. HOS Friends, Ex-members, and other Occasional Players	Expenses only – if requested	a) Reasonable expenses shall be paid as defined above.
10	Porterage	Per concert + rehearsal	<p>a) Double Basses = £18</p> <p>b) Harp = by negotiation</p>

Endorsed and adopted at Committee Meeting 19 Jan 23

M D Tarr, Secretary

Helensburgh Orchestral Society

Footnote:

Extract from the Making Music / Musicians Union Fee Agreement relating to Travel Expenses, noting that Glasgow is less than 30 miles from Helensburgh:

6. TRAVELLING ALLOWANCES

If the engagement is for a concert or rehearsal at a venue which is over thirty miles from the musicians home (their recognised centre of employment) and alternative transport is not provided and paid for by the engager, a travelling allowance of **45p per mile** shall be paid for all miles necessarily travelled in reaching, fulfilling and returning from the engagement.